## Department of Human Resources Department **Department Mission** Department Strategic Objects Efficient & Effective Strategic Performance Metrics Talent Management Operational Performance Metrics Recruit, develop Develop high Evaluate & reward Promote wellness quality HR and retain diverse Report employee and work-life competent professional and competent leave balances employees balance employees workforce (20%)(20%)(10%)(50%)# leadership # employees with % DHR Eligible Average days to # training sessions % employees % increase in training hours annual leave refer senior evaluated healthcare cost held Professional provided/ accrual balances > management and (40%)(40%)(50%)Employees with employees in code maximum hard-to-fill National Watershed and classifications Certifications Aviation funds Above measure, by Above measure, by (10%)(100%)(15%)# health center department department Above measure, by screenings Above measure, by Above measure, by # hrs recertification department department department training offered % employees rated % employees rated highly effective # lunch & learn unacceptable # employees with (4%) (4%)sessions comp time accrual # supervisory % CSB appeals not balances > code training hours granted provided maximum Above measure, by Above measure, by (15%)(15%)# fitness center department department visits Above measure, by Above measure, by Above measure, by department department % employees rated % employees rated department % employees with needs improvement effective approved health (4%)(4%)screening leave Average days to % exit interviews Accrued sick leave refer all candidates returned Above measure, by Above measure, by taken (10%)(20%)% employee department department physicals Above measure, by Above measure, by same measure, by department department % employees rated department outstanding EAP utilization rate (4%)(50%)# employee # approved FMLA complaints received Above measure, by requests (15%)Above measure, by department department % Integrity no # In-House % EEOC no cause # approved # EEOC complaints cause findings complaints findings intermittent FMLA requests # Integrity Line % In-House no Above measure, by cause findings complaints department